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A G R E E M E N T

BETWEEN

THE INCORPORATED VILLAGE OF

ROCKVILLE CENTRE, NEW YORK

AND

THE ROCKVILLE CENTRE VILLAGE EMPLOYEES'

CIVIL SERVICE ASSOCIATION

June 1, 2003 to May 31, 2006

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

Appendix 135

TABLE OF CONTENTS

			<u>Pages</u>
Article	I	- Duration	2
Article	II	- Recognition and Association Activities	2
	Section 3	- Association Time Off	3
Article	III	- Grievance and Arbitration Procedure	3
Article	IV	- Disciplinary Procedures	7
Article	V	- Wages	8
Article	VI	- Night Differential	9
Article	VII	- Longevity	9
Article	VIII	- Increments	10
Article	IX	- Overtime Pay	10
	Section 4	- Recall	11
	Section 5	- Compensatory Time	12
Article	X	- Out of Title Work	13
Article	XI	- Holidays	13
Article	XII	- Vacations	14
	Section 8	- Floating Days	16
Article	XIII	- Sick Leave	19
	Section 6	- Cash Value of Unused Sick Leave at Retirement	21
	Section 7	- Cash Value of Unused Sick Leave Upon Death	21
	Section 13	- Physician Certification	23

	Section 14	-	Sick Leave Notification	23
Article	XIV	-	Maternity Leave	25
Article	XV	-	On The Job Injury	26
Article	XVI	-	Death Leave	26
Article	XVII	-	Jury Duty	27
Article	XVIII	-	Insurance	27
	Section 1	-	Health Insurance/Buyback	27
	Section 2	-	Dental Insurance	29
	Section 3	-	Medical Reimbursement Account	29
	Section 4	-	Life Insurance	29
	Section 5	-	Disability Coverage	30
Article	XIX	-	Benefits Available at Retirement (Or Death Prior to Retirement)	31
Article	XX	-	Retirement System	32
Article	XXI	-	Rights on Severance	33
Article	XXII	-	Safety Equipment and Uniforms	34
Article	XXIII	-	Promotions and Job Openings	35
Article	XXIV	-	Personal Property, Damage to	36
Article	XXV	-	Identification Cards	36
Article	XXVI	-	Employee Files	37
Article	XXVII	-	Labor-Management Committee	38
Article	XXVIII	-	Credit Union	38
Article	XXIX	-	Annuity Plan	39
Article	XXX	-	Educational Reimbursement	39
Article	XXXI	-	Copies of Agreement	40

Article	XXXII	-	Salary Checks	40
Article	XXXIII	-	Individual Retirement Accounts	40
Article	XXXIV	-	Agency Shop	41
Article	XXXV	-	Two Man Sanitation Truck	41
Article	XXXVI	-	Legislative Action	42

ATTACHMENT "A"

"Village of Rockville Centre, Bargaining Unit Titles"

ATTACHMENT "B"

"Village of Rockville Centre, Position Classifications"

ATTACHMENT "C"

"Village of Rockville Centre, Salary Scale by Position Classification"

ATTACHMENT "D"

"Village of Rockville Centre, Wage and Salary Scale, Effective June 1, 2003 through May 31, 2006"

(Employees hired prior to January 1, 1984)

ATTACHMENT "E"

"Village of Rockville Centre, Wage and Salary Scale for Electrical Workers, Effective June 1, 2003 through May 31, 2006"

(Employees hired prior to January 1, 1984)

ATTACHMENT "F"

"Village of Rockville Centre, Wage and Salary Scale for employees hired on or after January 1, 1984, effective June 1, 2003 through May 31, 2006"

AGREEMENT, made as of the 1st day of June, 2003, by and between the INCORPORATED VILLAGE OF ROCKVILLE CENTRE ("VILLAGE"), a municipal corporation, One College Place, Rockville Centre, New York 11570 and the ROCKVILLE CENTRE VILLAGE EMPLOYEES' CIVIL SERVICE ASSOCIATION ("ASSOCIATION"), a New York Corporation, having its principal address at One College Place, Rockville Centre, New York 11570:

WITNESSETH; the VILLAGE is engaged in furnishing public services vital to the health, safety and welfare of its residents and is the local governing unit for the VILLAGE of Rockville Centre, County of Nassau, State of New York; and

WHEREAS, the ASSOCIATION is and has been for a period of time past the sole bargaining agent for the employees in the Bargaining Unit hereinafter defined; and

WHEREAS, the orderly and uninterrupted operation of the services provided to the inhabitants of the VILLAGE is an essential part of governmental operation; and,

WHEREAS, the VILLAGE and the ASSOCIATION each seeks to assure the orderly and uninterrupted operation of the government and the provision of the various services furnished by the VILLAGE, and of the maintenance of the harmonious relationship which has existed

between the government and the unit of its employees represented by the ASSOCIATION;

NOW, THEREFORE, in consideration of the foregoing and of the mutual promises and obligations herein exchanged,
IT IS AGREED:

ARTICLE I

DURATION

The term of this AGREEMENT shall begin on June 1, 2003 and will terminate on May 31, 2006.

ARTICLE II

RECOGNITION AND ASSOCIATION ACTIVITIES

1) The VILLAGE recognizes the ASSOCIATION as the exclusive Bargaining Representative for all full-time employees in the Bargaining Unit whose titles are set forth in Attachment "A", entitled "Village of Rockville Centre Bargaining Unit Titles" annexed hereto to this AGREEMENT and hereby made a part hereof.

2) An authorized representative of the ASSOCIATION shall be provided by the VILLAGE, as changes occur, with copies of the CS-39 Forms, as the same relates to employment, leaves of absence and termination of services of all employees, other than Supervisory Personnel, and further with a Memorandum of Dues deducted. Such

records shall be used by the ASSOCIATION for its necessary membership purposes.

3) When it is required that those persons designated by the ASSOCIATION as Employee Representatives, Officers and Delegates perform necessary ASSOCIATION duties during normal working hours, reasonable time off (without deduction in pay), may be granted by the employee's Department Head and approval of such application shall not be unreasonably refused by the Department Head.

ARTICLE III

GRIEVANCE AND ARBITRATION PROCEDURE

1) A grievance shall be defined as any dispute concerning the interpretation, application or violation of this AGREEMENT, including matters of discipline. The grievance procedure shall be as follows:

(a) STEP 1. The employee or ASSOCIATION shall present the grievance in writing to the employee's immediate supervisor (Immediate Supervisor) not later than four (4) weeks after the date on which the act or omission giving rise to the grievance occurred. The person receiving the grievance shall reply to the employee or the ASSOCIATION in writing within two (2) weeks of the date of submission of the grievance. In the event that the grievance is

not answered within the prescribed time limit, the grieving party may deem the grievance to have been denied.

(b) STEP 2. In the event the employee or the ASSOCIATION wishes to appeal an unsatisfactory decision, the appeal must be presented in writing within three(3) weeks of the receipt of the Step 1 decision to the appropriate Department Head and the Immediate Supervisor. Such appeal shall contain a short, clear statement of the grievance which the employee or the ASSOCIATION claims to have occurred. The Department Head shall have two (2) weeks after receipt of the appeal to meet with the employee and the ASSOCIATION for a review of the grievance and shall issue a written decision to the employee and the ASSOCIATION no later than three (3) weeks following the date the appeal is heard. In the event that an appeal is not answered within the prescribed time limit, the grieving party may deem the grievance to have been denied.

(c) STEP 3. In the event that the employee or the ASSOCIATION wishes to appeal an unsatisfactory grievance at Step 2, the appeal must be presented in writing within four (4) weeks of the receipt of the Step 2 decision to the VILLAGE Administrator who, within two (2) weeks thereafter, shall meet with the Grievant and the ASSOCIATION to discuss the grievance and within two (2) weeks following such a meeting shall issue his written decision.

At such meeting, the employee may be represented by counsel, if he/she so requests and may summon witnesses on his/her behalf.

(d) STEP 4. If the grievance is not thereby resolved, the ASSOCIATION may, within three (3) weeks after the receipt of the decision, submit the matter to arbitration for determination. The Arbitrator's jurisdiction shall be limited to the interpretation, application or violation of a provision of this AGREEMENT as the same relates to the matter processed through the grievance machinery of this AGREEMENT. A request for arbitration shall be initiated by serving upon VILLAGE Administrator a notice in writing of an intent to proceed to arbitrate. The Notice shall identify the dispute and attach all written appeals and decisions provided for herein.

2) The Arbitrator shall be agreed upon by parties. Should the parties not agree to the appointment of an Arbitrator within two (2) weeks of service of the notice of intent to proceed to arbitration, the grieving party may thereafter file for arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association.

3) The decision or award of the Arbitrator shall be final and binding. All fees and expenses in connection with the

Arbitration shall be borne fifty (50%) percent by the ASSOCIATION and fifty (50%) percent by the VILLAGE.

4) The time limits contained in this section may be extended by mutual agreement. The time for presenting the Step 1 grievance and appeal to later steps in the grievance procedure shall be extended by the time an employee is absent from the job through illness, disability or vacation.

5) In the event that the ASSOCIATION brings a grievance which is applicable to employees in one department or with more than one supervisor, the ASSOCIATION may commence the procedure on Step 2. In the event that the ASSOCIATION brings a grievance which is applicable to employees in more than one department, the ASSOCIATION may commence the procedure at Step 3.

6) An employee under internal investigation shall have the right to have present during the period of interrogation a duly designated representative of the Association who has been previously designated as one of three (3) such designated representatives on a list submitted to the Village Administrator. Said representatives shall be members of the Association except one representative may be counsel to the Association. If representation is requested, a reasonable period of time shall be afforded to obtain such representation, but the period of

interrogation shall not be delayed for more than one hour because such representative is unable to be present. The right to have such a representative present during the period of the interrogation shall not apply to internal investigations of complaints of infractions which do not result in a disciplinary penalty of (a) termination; (b) demotion; (c) a suspension of five (5) or more days; (d) a fine of five or more days; or (e) loss of five (5) or more vacation or floating days.

7) This grievance and arbitration procedure shall take the place of the grievance procedure provided under Article 15-C of the General Municipal Law and disciplinary procedures provided in Section 75 of the Civil Service Law.

ARTICLE IV

DISCIPLINARY PROCEDURES

1) Employees shall be disciplined only for just cause by reprimand, fines, loss of vacation or floating days, suspension without pay not exceeding thirty (30) days, demotion or discharge, except that employees who have not completed the probationary period may be disciplined or discharged by the VILLAGE in its sole discretion without recourse to the grievance and arbitration provisions of this AGREEMENT.

2) Employees who do not serve a probationary period shall not be entitled to utilize the grievance and arbitration provisions of this AGREEMENT for any discipline imposed during their first six (6) months of employment.

3) Grievances brought hereunder shall be filed with the VILLAGE Administrator in writing within four (4) weeks of the imposition of discipline and shall be processed starting with Step 3 of the grievance and arbitrator provisions of this AGREEMENT.

4) For grievances regarding discharges, arbitration hearings shall take place within thirty (30) days of the filing of the Step 3 grievance with the Village Administrator. Arbitrators shall be designated to hear discharge cases in rotating succession from the following panel: Howard Edelman, Marlene Gold, Jonas Aarons and Jack Tillem. In the event an arbitrator selected pursuant to this process is unavailable to serve within thirty (30) days, the next available arbitrator in rotating succession on the panel list shall be designated to hear and determine the case.

ARTICLE V

WAGES

The Wage and Salary Scales annexed hereto, entitled "Village of Rockville Centre, Wage and Salary Scales, effective June 1, 2003 through May 31, 2006," marked Attachments "C", "D", "E" and "F" and

hereby made a part hereof, shall be applicable for the periods shown thereon to all employees whose positions are within the Bargaining Unit as is set forth in this AGREEMENT.

ARTICLE VI

NIGHT DIFFERENTIAL

Effective June 1, 2003, employees shall be paid a night differential of two dollars ten cents (\$2.10) per hour for all hours worked between 4:00 p.m. and 8:00 a.m., provided that more than four (4) hours of the employee's regular tour fall between 4:00 p.m. and 8:00 a.m. Effective June 1, 2004, night differential shall be two dollars twenty cents (\$2.20) per hour. Effective June 1, 2005, night differential shall be two dollars thirty cents (\$2.30) per hour. Night differential shall not be earned during any hours for which any premium pay is received and shall not be included in the calculation of the normal rate or the daily rate of pay.

ARTICLE VII

LONGEVITY

On the 8th, 12th, and 16th anniversary dates of employment by the VILLAGE, the employee shall receive an increase equal to the amount of the longevity increment for the classification in which he is then working. This provision shall become effective for

hourly rate electrical utility personnel effective June 1, 2005 or upon approval of the Village's rate case pending before the New York State Public Service Commission, whichever is earlier.

ARTICLE VIII

INCREMENTS

1) On the anniversary date of employment in his/her then existing classification, an employee shall receive a progression increase and be paid the salary or at the rate shown on Attachment B, C or D, as applicable.

2) If a step increment as set forth in Attachment "C", "D", "E" or "F" is withheld from an employee, said employee shall, prior to the scheduled date of the award of the step increment, receive a statement in writing from his/her Department Head setting forth the basis for said withholding.

ARTICLE IX

OVERTIME PAY

1) Overtime work in excess of eight (8) hours in any given day (for a forty (40) hour work week) and hours worked in excess of seven and one-half (7 1/2) hours worked in any given day (for a thirty-seven and one-half (37 1/2) hour work week) shall be compensated for at premium rate which is one and one-half (1 1/2) times the normal rate, with the exception that daily overtime

compensation as set forth above is not applicable to sanitation workers or any other VILLAGE employees whose work is pre-scheduled on a split shift basis.

2) Any work performed in excess of forty (40) hours in a work week [(forty (40) hour work week employees)] or in excess of thirty-seven and one-half (37 1/2) hours in a work week [(thirty seven and one-half (37 1/2) hour work week employees)] will be compensated for at the premium rate, which is one and one-half (1 1/2) times the normal rate.

3) Holiday and previously scheduled vacation time count as work days in the computation of the work week. For the forty (40) hour work week, those employees having an annual salary shall have their regular rate determined by dividing their annual salary by 2080. For the thirty-seven and one-half (37 1/2) hour work week, those employees having an annual salary shall have their regular rate determined by dividing their annual salary by 1950.

4) If recalled for an emergency, a member shall be entitled to a minimum of four (4) hours at time and one-half, unless such recall occurs before or following and contiguous to the member's regularly scheduled tour of duty. Planned overtime shall not be subject to this prescribed minimum.

5) Compensatory time, earned by an employee in working overtime hours, shall be compensated at the same rate as cash overtime: to wit, time and one-half.

6) All overtime earned shall be paid on a cash basis, unless the employee and the Department Head shall otherwise mutually agree.

7) Overtime shall be distributed as equally as possible among employees available to work such additional time.

8) Sick leave shall be counted as time worked for purposes of overtime.

ARTICLE X

OUT OF TITLE WORK

In the event that a person in a particular titled position should substitute for and perform the duties of a person, in a higher titled position or a different titled position which receives a higher salary, for more than twenty-one (21) continuous working days, he/she shall receive the salary of the replaced employee retroactive to the first day worked out of title, except that the longevity status shall be that of the person performing the work rather than that of the replaced employee, and except that in no event shall the pay of the substitute be greater than that of the person being replaced.

ARTICLE XI

HOLIDAYS

- 1) The following days are designated as holidays:
 - (a) New Year's Day
 - (b) Martin Luther King's Birthday
 - (c) Presidents' Day
 - (d) Memorial Day
 - (e) Independence Day (July Fourth)
 - (f) Labor Day

(g) Columbus Day [reinstated as a holiday as of 2004]

(h) Veteran's Day

(i) Thanksgiving Day

(j) Christmas Day

2) For the purposes of this AGREEMENT, when a holiday falls on a Saturday, the holiday shall be considered to fall on the preceding day. When a holiday falls on a Sunday, the holiday shall be considered to fall on the next day.

3) If an employee is required to work on a holiday, he shall receive overtime as hereinafter defined, except that shift personnel in the Power Plant shall receive overtime pay in any holiday week in which they work the full forty (40) hours.

ARTICLE XII

VACATIONS

1) All employees hired prior to June 1, 1997 shall be entitled to vacation time to be accumulated as follows:

Less than one (1) year - one (1) working day
for each month or fraction thereof;

One (1) year to five (5) years - ten (10)
working days;

Five (5) years to ten (10) years - fifteen
(15) working days;

Ten (10) years to twenty (20) years - twenty-
three (23) working days;

Twenty years (20) to twenty-five (25) years -
twenty-five (25) working days;

Over twenty-five (25) years - twenty-six (26)
working days.

2) All employees hired on or after June 1, 1997 shall be
entitled to vacation time to be accumulated as follows:

Less than one (1) year - one (1) working day
for each month or fraction thereof;

One (1) year to five (5) years - ten (10) working days;

Five (5) years to ten (10) years - fifteen (15) working
days;

Over ten (10) years - twenty (20) working days.

3) Vacation time taken in any given fiscal year shall be
based upon time worked during the previous fiscal year.

4) Increases in vacation allocation due in the fifth, tenth,
twentieth and twenty-fifth year shall be pro-rated based upon the
employee's anniversary date of employment.

5) An employee shall be entitled to carry over fifteen (15)
days of his vacation time to the following year. However, no
vacation time is to be lost where the VILLAGE prevents an employee
from taking his vacation.

6) All vacation schedules are subject to the approval of the
Department Head of the employee.

7) At the time of the termination of service, an employee shall be paid for vacation time accumulated but not taken except that same may not exceed a full year's entitlement plus fifteen (15) days authorized carry over, unless sickness, injury or VILLAGE scheduling should prevent the taking of such time off. Any denial of vacation time must be in writing by the Department Head of the employee.

8)(a) Effective June 1, 1997, and each June 1st of this AGREEMENT thereafter, in addition to the vacation days set forth in Subsection 1, all employees shall receive three (3) floating days. Effective June 1, 2001, the three (3) floating days granted herein shall become four (4) floating days. Such days may be used in the same manner as vacation days upon prior notice, but without prior scheduling unless emergency conditions should exist, except that these three (3) floating days must be used in the fiscal year granted, and may not be carried over. Effective June 1, 2004, the four (4) floating days granted herein shall become three (3) floating days.

(b) Effective June 1, 1996 and each June 1st of this AGREEMENT thereafter, in addition to the vacation days set forth in Subsection 1 and the floating days set forth in Subsection 8(a), all employees shall accrue four (4) floating days based upon time

worked during the previous fiscal year of the VILLAGE. Such days may be used in the same manner as vacation days upon prior notice, but without prior scheduling, unless emergency conditions should exist.

(c)(i) If any employee does not have a lost time accident and does not have more than one (1) reportable accident during the fiscal year (June 1 through May 31), the employee shall receive two (2) additional floating days off with pay the following fiscal year.

(ii) If any employee does not have a lost time accident and does not have more than two (2) reportable accidents during the fiscal year (June 1 through May 31), the employee shall receive one (1) additional floating day off with pay the following fiscal year.

(iii) Paragraph ^{c(1) + c(ii)}~~(b)~~ of this Section shall not apply to clerical or administrative employees hired on or after June 1, 1990.

9) Where there has been prior written approval of the vacation period or periods of an employee and thereafter the VILLAGE cancels or postpones such vacation, the employee shall be reimbursed for his actual provable losses in connection with the following:

(a) The cost of transportation actually purchased by the employee prior to the date of cancellation for himself, his spouse or children; and,

(b) Loss of deposits actually made by the employee prior to the date of cancellation for hotel or other board and lodging accommodations for himself, his spouse or children, provided, however, that the employee shall first assign the right to the use of the transportation and the return of deposits to the VILLAGE.

(c) In no event shall payment exceed the sum of Seven Hundred Fifty (\$750.00) Dollars for any one cancellation.

Upon the request of an individual employee, the VILLAGE shall give its written approval of a scheduled vacation; unless there is such approval, the provisions of this Paragraph 8 shall not become operative.

Upon request by the VILLAGE, made prior to the cancellation of any vacation, the employee shall furnish the VILLAGE with a written statement of his unreimbursable expenses, such statement being a condition precedent to the right of reimbursement and further provided that the VILLAGE shall not routinely require such information.

The employee shall take all actions reasonable or necessary to minimize the losses referred to herein. Any employee who submits a fraudulent claim shall be subject to disciplinary action.

ARTICLE XIII

SICK LEAVE

1) (a) All employees hired prior to June 1, 2001 shall accumulate eighteen (18) sick days a year, and may use such accumulated sick leave after one (1) month of employment on a pro-rated basis.

(b) All employees hired on or after June 1, 2001 shall accumulate sick days as follows:

- (i) Employed less than sixteen (16) months - twelve (12) sick days per year, prorated monthly;
- (ii) Employed sixteen (16) months to thirty (30) months - thirteen (13) sick days per year, prorated monthly;
- (iii) Employed thirty one (31) months to forty five (45) months - fourteen (14) sick days per year, prorated monthly;

- (iv) Employed forty six (46) months to sixty (60) months - fifteen (15) sick days per year, prorated monthly;
- (v) Employed sixty one (61) months to seventy-five (75) months - sixteen (16) sick days per year, prorated monthly;
- (vi) Employed over seventy five (75) months - sixteen (16) sick days per year, prorated monthly.

2) There shall be no maximum limit on the accumulation of unused sick time.

3) An employee may use up to four (4) days in each contract year of the accumulated sick leave entitlement for and on behalf of an ill family member who resides in the employee's household. The use of up to four (4) family sick leave days per year shall not constitute grounds for discipline or for a finding of a violation of any policy of the Village regarding sick leave abuse.

4) An employee shall be entitled to one-half pay after his accrued sick leave entitlement is exhausted for the number of days equal to the number of days standing to his credit prior to the commencement of his last sick leave, unless the member is sixty-two

(62) years of age, in which case this half-pay entitlement shall not be in effect.

5) All employees who do not use any sick leave in a fiscal year shall receive one (1) additional day off in the next succeeding fiscal year.

6) The cash value of unused sick leave at the time of retirement from the service of the VILLAGE under the terms of the New York State Retirement System will be credited towards future hospitalization insurance payments in accordance with the New York State approved plan.

7) The cash value of the remaining unused sick leave benefits on death of a retiree shall be used to pay health insurance premiums for his or her minor children and unmarried spouse.

8) If an employee dies while still in the employ of the VILLAGE, and said employee has accumulated unused sick leave to his benefit, then said sick leave shall be converted to its cash equivalent, said sum to be utilized for the payment of premiums related to health insurance coverage provided to said employee's immediate family in accordance with the VILLAGE's health insurance program, until said sum is depleted, or until said surviving spouse

either dies or remarries and all dependent children become of full age, whichever occurs first.

9) Sick leave is intended for use in cases of sickness or non-job related injury only.

10) At the end of any fiscal year and/or at retirement an employee may make a book transfer of available vacation time to accumulated sick time. The transfer will only be done at the written request of the employee. Under no circumstances will sick time be transferred to vacation time.

11) Employees who have a major illness or injury, i.e., one requiring hospitalization during their vacation period, may use their sick leave for the remainder of their illness or injury and have the balance of their vacation time retained. Employees who have an illness or injury immediately prior to vacation shall have the right to cancel such vacation in whole or in part. Where vacation is canceled or converted to sick time by the employee, vacation shall be rescheduled at the convenience of the VILLAGE and the employee. The right to use sick leave and to cancel vacation time shall be subject to an employee providing notice and doctor's certificate to the Department Head.

12) Notwithstanding the provisions of Paragraph 4 of Article XII, in the event that a vacation is canceled or an employee is

sick during his scheduled vacation time and converts his vacation time to sick time, there shall be no limit on the amount of such vacation time which may be carried over the succeeding year.

13) Written certification of a physician of the employee must be presented by the employee whenever sick leave is for five (5) or more consecutive workdays.

The Department Head shall have the right at its discretion to verify the report of the attending physician concerning the illness or disability of an employee, and to require the employee to be examined, at the VILLAGE's expense, by a physician selected by the employee from a list of five (5) physicians at least one (1) of whom shall be a female provided by the VILLAGE to determine the nature and extent of the illness or disability.

14) It is the responsibility of each employee requesting paid sick leave to notify their Department Head. Employees who are requesting paid sick leave shall notify or cause notification to be made to their Department Head, at least thirty (30) minutes before the time specified for the beginning of their work day, or as soon as is reasonably possible. Where someone other than the employee is or has been requested to make the required notification, the employee will be solely responsible for that notification being

made. If an employee becomes sick or ill during their work shift, they must notify or cause notification to be made to their Department Head.

In the event no sick leave notification is made within sixty (60) minutes after the start of the workday, or after an employee becomes sick or ill and leaves work, the employee's Department Head shall consider and handle the employee's absence as an absence without pay, unless the employee can later substantiate and document that it was impossible to make or cause such notification.

Sick leave notification as outlined above must be made for each workday that paid sick leave is being requested, unless this requirement is expressly waived by the employee's Department Head.

15) Employees who have received sick time abuse letters under the VILLAGE's sick time abuse policy will have the opportunity to expunge said letter under the following conditions:

(a) After eighteen (18) continuous months of having no additional sick time abuse letters generated, the Employee may make application through the ASSOCIATION President who will seek approval from the employee's Department Head and VILLAGE Administrator to have the sick time letter expunged.

(b) The Department Head and VILLAGE Administrator will consider the employee's overall conduct including yearly evaluations and overall work performance in evaluating the request.

ARTICLE XIV

MATERNITY LEAVE

All permanent female employees shall be entitled to a maternity leave without pay for a period of one (1) year with additional time allowable by consent of the VILLAGE. An employee may choose that any portion of the maternity leave be subtracted from her accrued sick leave so as to insure pay for that period of sick leave. For time spent on sick leave and five (5) months thereafter, the employee shall be entitled to all the benefits she would ordinarily receive had she been on a pay basis, except life insurance which is only available on a basis of full time paid employment.

ARTICLE XV

ON THE JOB INJURY

In the event that an employee is injured in the course of the performance of his duties, he shall be paid the difference between his regular salary and the amount to which he is entitled under Worker's Compensation, except if the employee's injury is due to a substantial violation of safety rules and regulations. The Board of Trustees may limit extent and duration of differential pay.

ARTICLE XVI

DEATH LEAVE

1) An employee shall be entitled to up to five (5) working days leave of absence with pay in the event of a death in the employee's immediate family. "Immediate Family" shall include a spouse of the employee, parents or step parents, a child or stepchild or any relative of the employee residing in the employee's household.

2) Employees shall be entitled to time off with pay not to exceed four (4) working days in the event of the death of the employee's brother or stepbrother, sister or stepsister, parent-in-law, brother-in-law, sister-in-law, child-in-law, grandparents and grandchildren.

3) Employees shall be entitled to time off with pay not to exceed one (1) working day to attend the funeral of an employee's aunt, uncle, niece or nephew.

4) Such Death Leaves shall be granted as often as required during the terms of the AGREEMENT.

ARTICLE XVII

JURY DUTY

An employee, upon giving two (2) days' notice to the VILLAGE after receipt of a jury duty subpoena and allowing the VILLAGE the right to request an excusal, shall be entitled to full pay while on jury duty and any compensation received by the employee while on jury duty shall not be turned over to the VILLAGE.

ARTICLE XVIII

INSURANCE

1) Health Insurance

(a)(i) For employees hired prior to June 1, 1997, the VILLAGE will pay the entire premiums of the New York State Empire Plan with enhancements, or HIP option, for employee, spouse and dependent children.

(ii) Employees hired on or after June 1, 1997, shall contribute .65% of their gross salary towards health insurance premiums. The VILLAGE will pay the remaining premiums of the New

York State Empire Plan with enhancements, or HIP option, for employee, spouse and dependent children.

(b) New employees shall not be eligible for health insurance coverage until the first day of the month following one (1) month of employment.

(c) Employees enrolled under the Health Insurance Programs may apply for the health insurance benefit "buy-back" program provided they have adequate Health Insurance coverage through another insurance program and furnish proof of such coverage to a committee of the VILLAGE and the ASSOCIATION for approval. Such committee shall consist of two (2) representations from each side.

Each application shall accompany sufficient proof (deemed adequate by the committee) that the employee has coverage from another source of employer. The committee shall develop criteria so that the employee will know what the requirements are. The decision of the committee, to approve or disapprove the application, shall be final and binding. Each employee who has received committee approval to withdraw shall receive the following during the period of dis-enrollment:

\$3,000.00 annually for Family Plan on a pro-rated basis.

\$1,500.00 annually for the Individual Plan on a pro-rated basis.

Payments of the monies shall be on June 1st and December 1st of each year for the period of time that the employee is participating in this program. Employees are entitled to reinstatement in the coverage of his/her choice in the Health Insurance Programs in accordance with the rules of the State Health Insurance Department and the rules established by the Committee.

2) The VILLAGE will pay the entire premium for the dental plan as offered by the Connecticut General Life Insurance Company, Hartford, Connecticut.

3) The VILLAGE will establish a health care reimbursement plan and a premium conversion plan in accordance with applicable tax laws and regulations. Employee participation in any health care reimbursement plan and/or premium conversion plan, shall be optional. The establishment of a health care reimbursement plan and/or premium conversion plan creating the option of employee participation shall not effect the obligation of the Village to pay premiums in accordance with paragraphs 1, 2, 4 and 5 of this Article.

4) The VILLAGE shall provide at its expense for all full time employees, a Twenty Thousand (\$20,000.00) Dollars term life

insurance policy with double indemnity payment for accidental death. Upon retirement or resignation, employees may elect to convert their coverage to a basic individual life policy without a physical examination but at their expense.

5) The VILLAGE shall provide disability insurance coverage as follows:

(a) Payments shall commence after forty (40) working days of disability with the waiting period to commence June 1, 1988.

(b) The level of benefits and eligibility requirements shall be as provided under the New York State Disability Benefits Act as of July 16, 1988.

(c) The duration of coverage shall be as provided under the New York State Disability Benefits Act as of July 16, 1988.

ARTICLE XIX

BENEFITS AVAILABLE AT RETIREMENT
(OR DEATH PRIOR TO RETIREMENT)

1) All employees shall be entitled to a supplemental benefit of three (3) days' pay for every completed year of service, prorated for portions of a year. Such payment shall be made upon separation from service with the VILLAGE, for any reason, after having served a minimum of ten (10) years with the VILLAGE. Such payment shall also be made at retirement from service of the VILLAGE under the terms of the New York State Retirement System, whether service credit, accidental disability or ordinary disability or upon death. Such payment shall be made to employees found ineligible for disability retirement due to the fact that said employee had less than ten (10) years of service but was under fifty-five (55) years of age, providing that said employee also meets the medical criteria for disability retirement, and if said employee actually is forced by medical reasons to discontinue all gainful employment.

2) Notwithstanding Paragraph 1 of this Article, all employees hired prior to June 1, 1990 shall accumulate two (2) days' pay for every year of completed service commencing June 1, 1990 which pay shall be paid in accordance with Paragraph b of this

Article. Nothing herein shall act to diminish existing accumulations as of May 31, 1990.

3) Notwithstanding Paragraphs 1 and 2 of this Article, all employees hired on or after June 1, 1990 shall not accumulate any supplemental pay benefit under this Article for the first five (5) years of employment by the Village, shall accumulate one (1) day's pay for each year of employment in years six (6) through ten (10) and thereafter shall accumulate two (2) days' pay for each year after year ten of employment. Said accumulations shall be paid in accordance with Paragraph 1 of this Article.

ARTICLE XX

RETIREMENT SYSTEM

1) The VILLAGE shall continue to participate in Section 75-i of the Retirement and Social Security Law, known as the Improved Career Retirement Plan for Employees of participating employers, which was previously adopted by the VILLAGE and to the extent authorized State Law.

2) In the event that the State Legislature should adopt a twenty (20) year retirement, the VILLAGE agrees to reopen negotiations in respect to the adoption of such benefits for VILLAGE employees.

ARTICLE XXI

RIGHTS ON SEVERANCE

1) When, because of economy, consolidation, abolition of functions or curtailment of activities, a full time employee's position is abolished, the employer shall exercise its best efforts to offer the employee another position in VILLAGE service as comparable as possible in compensation.

2) The provisions of the Civil Service Law relating to procedures for employee termination for competitive class employees shall be similarly extended to non-competitive, labor class and exempt class (on leave from VILLAGE employment in any other Civil Service classification) employees, only for reasons as noted in Paragraph 1 above, and specifically excluding termination "for cause" on a VILLAGE-wide (not individual department) basis.

3) In the event that action under Paragraph 1 above should materialize, non-competitive and labor class employees shall be grouped not on a job title basis but rather on a Village-wide broad basis of ability to perform either presently or prospectively after a reasonable period of training.

ARTICLE XXII

SAFETY EQUIPMENT AND UNIFORMS

1) The VILLAGE shall contribute seventy-five (75%) percent of the cost of safety shoes where such shoes are required for the performance of duty. The selection of safety shoe style shall be restricted to those shoes reasonably suitable and appropriate for the job being performed. Said contribution by the VILLAGE shall not exceed seventy-five (75%) percent of the cost of the safety shoes. In no event shall the VILLAGE contribute more than \$48.75 toward the cost of the safety shoes.

2) The VILLAGE shall provide rain gear, boots, safety glasses, safety hats and ear protection for those employees who are required to use same in their particular positions.

3) The VILLAGE shall provide shirts and trousers of the Village's choice for each employee in the Automotive Repair Shop (Central garage), Meter Department and for the oilers, mechanics and electricians employed inside the power plant and shall arrange for the regular cleaning thereof.

4) The VILLAGE shall provide on an annual basis the following uniforms for all employees in the Water and Sanitation Departments: two (2) winter trousers, three (3) summer trousers,

two (2) winter shirts, three (3) summer shirts. The selection color shall be at the sole discretion of the VILLAGE.

5) The VILLAGE shall provide uniforms on an annual basis to all employees of the Electric Warehouse (2), the Sewer Department (5), and the Highway Department (12). The selection color shall be at the sole discretion of the VILLAGE.

6) The VILLAGE shall provide up to a \$200.00 yearly allowance for each mechanic assigned to the central repair garage for small hand tools needed for use in the discharge of their work. The Department Head must approve any reimbursement or replacement of the hand tool. Replacement hand tools shall be of good quality (i.e. Snap-On, Craftsman).

ARTICLE XXIII

PROMOTIONS AND JOB OPENINGS

1) The VILLAGE shall post, in specified locations, all positions as they become available and simultaneously notify the President of the ASSOCIATION.

2) If a vacancy occurs, every consideration shall be given to available personnel presently employed by the VILLAGE before outside applications are considered.

ARTICLE XXIV

PERSONAL PROPERTY, DAMAGE TO

1) The VILLAGE shall reimburse each employee for personal property which is damaged or destroyed during the course of the performance of his duties, subject, however, to the following limitations:

- (a) With respect to equipment which is required of the employee, the VILLAGE shall repair or replace the equipment so damaged or destroyed; and,
- (b) With respect to all other items of property, the limit of such reimbursement shall be One Hundred (\$100.00) Dollars for any one employee in any one accident.

2) The VILLAGE shall maintain in effect insurance coverage sufficient to cover the full replacement value of all tools and equipment which employees maintain for use in their employment after inventory is taken by supervisor and placed in employee's personnel file.

ARTICLE XXV

IDENTIFICATION CARDS

All employees shall be provided with identification cards with photograph if the same is requested, provided, however, that jacket

shells and clip-on badges need only be furnished by the VILLAGE in appropriate seasons to persons employed in the reading of the electric or water meters.

ARTICLE XXVI

EMPLOYEE FILES

1) There shall be only one (1) official employee file. Every employee, by appointment, shall be permitted to examine his official employee file. No statement or material derogatory to an employee, his conduct, his service, his character or his personality shall be placed in the official file unless the employee has been furnished with a copy of such statement or material and given opportunity to acknowledge receipt of such statement or material by affixing his signature to the copy to be filed. Such signature shall signify only that the employee has read the material to be filed and shall not be construed to indicate that he agrees with its contents. The employee shall have the right to answer any such statement or material filed and his answer shall be attached to the file copy.

2) Any employee shall have the right to grieve the placement of such material in his personnel file. Any material with respect to which a grievance has been initiated shall be removed from the

file in the event that such material is found to be incorrect, inaccurate and/or unfairly discriminatory.

ARTICLE XXVII

LABOR-MANAGEMENT COMMITTEE

(1) A Labor-Management Committee, not to exceed four (4) representatives of the ASSOCIATION and such Department Heads as the VILLAGE may designate, shall be formed and meet no less than quarterly at mutually agreed upon times to discuss matters of mutual concern relating to the operation of the VILLAGE, such as existing work rules or issues of safety and health. More frequent meetings may be held upon mutual agreement. The meetings shall be scheduled during working time. No one other than members of the Committee shall be present without approval of both parties.

(2) The VILLAGE and the ASSOCIATION shall share the cost of providing an annual employee appreciation barbeque to be arranged through the Committee.

ARTICLE XXVIII

CREDIT UNION

The employees shall have the right to participate in a Credit Union designated by the ASSOCIATION, provided that the out-of-pocket cost to the VILLAGE in any fiscal year shall not exceed One Thousand (\$1,000.00) Dollars.

ARTICLE XXIX

ANNUITY PLAN

The VILLAGE will adopt an annuity plan designated by the ASSOCIATION provided that such annuity plan is lawful and subject to the VILLAGE approving the specific plan so designated.

ARTICLE XXX

EDUCATIONAL REIMBURSEMENT

The VILLAGE shall reimburse employees for the cost of educational and/or work related training courses up to a maximum sum of One Thousand (\$1,000.00) Dollars per employee per year provided that the maximum total expenditure by the VILLAGE shall not be more than Ten Thousand (\$10,000.00) Dollars for each year. The employee must obtain written prior approval of the VILLAGE Administrator in order to qualify for the reimbursement. In case the requests for reimbursement for any given year exceed the maximum of Ten Thousand (\$10,000.00) Dollars per year, the VILLAGE Administrator and the ASSOCIATION President shall jointly determine the manner in which the available monies shall be expended.

ARTICLE XXXI

COPIES OF AGREEMENT

The VILLAGE shall at its sole expense provide in booklet form a sufficient number of AGREEMENTS for all employee within thirty (30) days of the signing of this AGREEMENT.

ARTICLE XXXII

SALARY CHECKS

The VILLAGE shall pay employees on Thursday. In weeks with holidays falling on Thursday, the VILLAGE will pay employees by 12:00 noon on Wednesday. Overtime pay shall be included with regular pay in the same salary check. Salary checks which contain payroll errors will be corrected on the next business day by the issuance of a replacement check or the issuance of a check for any additional amount due.

ARTICLE XXXIII

INDIVIDUAL RETIREMENT ACCOUNTS

The ASSOCIATION may establish an individual retirement account for employees and employees may elect for a payroll deduction for said individual retirement account provided, however, the VILLAGE shall be held harmless and shall be indemnified by the ASSOCIATION for any and all claims made against the VILLAGE by any employee, his heirs or successors, arising out of the administration,

establishment, investment or any other aspect of said individual retirement account.

ARTICLE XXXIV

AGENCY SHOP

The VILLAGE agrees, in accordance with Chapter 677 of the 1977 Laws of New York, to deduct from the salary of an employee who is not a member of the ASSOCIATION, but who is represented by the ASSOCIATION for the purpose of collective negotiation, an Agency Shop Fee in an amount equivalent to the amount of dues payable by a member of the ASSOCIATION, provided that the ASSOCIATION establish and maintain a procedure providing for the refund to any employee demanding the return of any part of such Agency Shop Fee, deductions which represent the employee's pro-rata share of the expenditures by the ASSOCIATION in aid of activities or causes of a political or ideological nature only incidentally related to terms and conditions or employment. The sole responsibility of the VILLAGE is to make a payroll deduction when authorized by the employee in order to facilitate the administration of the account.

ARTICLE XXXV

TWO MAN SANITATION TRUCK

1) In the event that a two-man sanitation truck has dual operating controls, then any employee regularly assigned to operate

such truck shall have a MEO classification and any employee assigned to operate such truck must have a class three driver's license to be eligible for such assignment.

2) No existing employee having a classification MEO Sanitation Worker or Sanitation Worker shall be deprived of employment for reason of installation of or use by the VILLAGE of two-man Sanitation trucks.

ARTICLE XXXVI

LEGISLATIVE ACTION

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

INCORPORATED VILLAGE OF
ROCKVILLE CENTRE

By: Eugene J. Murray
Eugene J. Murray, Mayor

THE ROCKVILLE CENTRE VILLAGE
EMPLOYEES' CIVIL SERVICE
ASSOCIATION, INC.

By: Shawn Brite
Shawn Brite, President

Signed
12/1/03

Village of Rockville Centre
Bargaining Unit Titles

Account Clerk	Power Plant Mechanic (Diesel)
Administrative Assistant	Power Plant Mechanic (Electric)
Apprentice Line Maintainer	Power Plant Servicer
Assistant Motor Repair Supervisor	Principal Account Clerk
Assistant Power Plant Operator	Principal Account Clerk (Utility)
Automotive Mechanic	Principal Clerk
Building Custodian	Principal Stenographer
Building Inspector	Principal Typist-Clerk
Building Inspector-Trainee	Recreation Assistant
Cable Splicer	Recreation Attendant
Caretaker	Recreation Attendant/Bus Driver
Cashier	Recreation Leader
Cleaner	Sanitation & Parking Violations Inspector
Clerk	Sanitation Supervisor
Clerk-Laborer	Sanitation Worker
Designer Drafter	Secretarial Assistant
Drafter	Security Guard
Drafting Aide (Utility)	Senior Account Clerk
Driver Ground Helper (Utility)	Senior Building Inspector
Electric Meter Repairer	Senior Cashier
Head Clerk	Senior Citizens Program Development Aide
Highway Supervisor	Senior Citizen Social Worker
Housing Assistant	Senior Clerk
Housing Inspector	Senior Drafter
Labor Supervisor	Senior Law Stenographer
Line Maintainer 1/c	Senior Maintainer
Line Maintainer 2/c	Senior Motor Equipment Operator
Line Supervisor	Senior Parking Meter Servicer
Maintainer	Senior Power Plant Operator
Maintenance Supervisor	Senior Stenographer
Messenger	Senior Stores Clerk
Meter Reader (Utility)	Senior Typist-Clerk
Meter Tester (Utility)	Senior Village Court Clerk
Motor Equipment Operator	Sewer Servicer
M.E.O. Sanitation Worker	Sewer Servicer Supervisor
Multiple Housing Inspector	Sign Shop Supervisor
Multi-Keyboard Operator	Stenographer
Multi-Keyboard Supervisor	Stock Assistant (Utility)
Neighborhood Aide	Storekeeper (Utility)
Nursery Manager	Stores Clerk (Utility)
Oiler	Supervisor Sanitation Operations
Park Attendant	Typist-Clerk
Parking Meter Attendant	Underground Cable Supervisor
Parking Meter Servicer	Village Court Clerk
Plumbing Inspector	Water Servicer
Police Communications Operator	Water Servicer Supervisor
Power Plant Laborer	Water Servicer Trainee
	Working Line Supervisor

Village of Rockville Centre
Position Classifications

G-100

Clerk

G-102

Neighborhood Aide
Clerk/Laborer

G-104

Police Communications Operator

G-105

Recreation Leader (40)
Recreation Assistant (40)*
Typist-Clerk*
Messenger*
Multi-Keyboard Operator*

G-106

Account Clerk*
Stenographer*

G-107

Parking Meter Attendant (40)
Multi-Keyboard Supervisor

G-108

Cashier*
Housing Assistant
Senior Clerk
Senior Citizens Program Development Aide (40)
Senior Typist-Clerk

G-109

Sanitation & Parking Violations Inspector (40)
Village Court Clerk

G-110

Building Inspector Trainee
Parking Meter Servicer (40)
Sewer Servicer (40)
Senior Law Stenographer
Senior Stenographer
Senior Village Court Clerk
Head Clerk
Principal Typist-Clerk

G-111

Principal Clerk
Water Servicer Trainee (40)

G-112

Security Guard (40)
Nursery Manager

G-113

Senior Cashier
Senior Stores Clerk
Building Custodian

G-114

Highway Supervisor (40)
Labor Supervisor (40)
Sewer Servicer Supervisor (40)
Water Servicer (40)
Senior Account Clerk
Senior Maintainer (40)
Sign Shop Supervisor (40)

G-115

Senior Parking Meter Servicer (40)
Principal Stenographer

G-116

Drafter
Secretarial Assistant
Water Service Supervisor (40)

G-117

Building Inspector
Housing Inspector
Multiple Housing Inspector
Plumbing Inspector

G-118

Maintenance Supervisor (40)
Supervisor Sanitation Operations (40)

G-119

Principal Account Clerk

G-120

Senior Drafter
Senior Building Inspector

G-122

Administrative Assistant
Designer Drafter

G-123

Senior Citizen Social Worker (40)

G-124 - G132

Notes:

1. 37.5 hour week unless otherwise noted.
2. Positions with asterisk(*) use Attachment F.

Village of Rockville Centre - Wages & Salary Scale
Effective June 1, 2003 thru May 31, 2004

	Start					Longevity
Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Increment
97	24482	25297	26114	26925	27738	324
98	25958	26776	27588	28404	29211	324
99	27440	28250	29069	29876	30696	324
100	28917	29732	30544	31354	32169	324
101	30396	31208	32020	32833	33648	324
102	31877	32682	33498	34314	35126	340
103	33349	34168	34979	36379	36600	340
104	34825	35696	36563	37432	38305	340
105	36363	37027	37703	38366	39029	340
106	37353	38021	38697	39069	40024	340
107	38662	39405	40149	40892	41640	367
108	39485	40230	40976	41722	42466	367
109	40571	41321	42103	42890	43669	378
110	41574	42378	43169	43965	44758	378
111	42708	43520	44323	45123	45938	378
112	43891	44716	45541	46366	47193	378
113	45269	46194	47120	48038	48962	405
114	46651	47656	48658	49666	50667	427
115	48002	49078	50161	51243	52328	454
116	49258	50448	51629	52820	54007	486
117	50361	51587	52825	54052	55289	502
118	52212	53560	54914	56266	57615	540
119	53662	55172	56679	58190	59701	589
120	54885	56470	58044	59621	61205	610
121	56405	58002	59592	61192	62784	616
122	58689	60314	61941	63566	65185	626
123	60598	62264	63929	65587	67254	637
124	63420	65168	66902	68647	70388	664
125	63792	65994	68196	70389	72591	810
126	66914	69402	71888	74369	76861	902
127	72545	75037	77521	80019	82504	902
128	78196	80681	83169	85464	88158	902
129	80982	84421	87856	91296	94733	Varies
130	85623	90084	94544	99003	103464	Varies
131	91579	100689	109796	118902	128007	Varies
132	100671	112911	125143	137384	149621	Varies

Village of Rockville Centre - Wages & Salary Scale
Effective June 1, 2004 thru May 31, 2005

	Start					Longevity
Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Increment
97	25216	26056	26897	27733	28570	324
98	26737	27579	28416	29256	30087	324
99	28263	29098	29941	30772	31617	324
100	29785	30624	31460	32295	33134	324
101	31308	32144	32981	33818	34657	324
102	32833	33662	34503	35343	36180	340
103	34349	35193	36028	37470	37698	340
104	35870	36767	37660	38555	39454	340
105	37454	38138	38834	39517	40200	340
106	38474	39162	39858	40241	41225	340
107	39822	40587	41353	42119	42889	367
108	40670	41437	42205	42974	43740	367
109	41788	42561	43366	44177	44979	378
110	42821	43649	44464	45284	46101	378
111	43989	44826	45653	46477	47316	378
112	45208	46057	46907	47757	48609	378
113	46627	47580	48534	49479	50431	405
114	48051	49086	50118	51156	52187	427
115	49442	50550	51666	52780	53898	454
116	50736	51961	53178	54405	55627	486
117	51872	53135	54410	55674	56948	502
118	53778	55167	56561	57954	59343	540
119	55272	56827	58379	59936	61492	589
120	56532	58164	59785	61410	63041	610
121	58097	59742	61380	63028	64668	616
122	60450	62123	63799	65473	67141	626
123	62416	64132	65847	67555	69272	637
124	65323	67123	68909	70706	72500	664
125	65706	67974	70242	72501	74769	810
126	68921	71484	74045	76600	79167	902
127	74721	77288	79847	82420	84979	902
128	80542	83101	85664	88028	90803	902
129	83411	86954	90492	94035	97575	Varies
130	88192	92787	97380	101973	106568	Varies
131	94326	103710	113090	122469	131847	Varies
132	103691	116298	128897	141506	154110	Varies

Village of Rockville Centre - Wages & Salary Scale
Effective June 1, 2005 thru May 31, 2006

Grade	Start Minimum	Step 1	Step 2	Step 3	Step 4	Longevity Increment
97	25972	26838	27704	28565	29427	324
98	27539	28406	29268	30134	30990	324
99	29111	29971	30839	31695	32566	324
100	30679	31543	32404	33264	34128	324
101	32247	33108	33970	34833	35697	324
102	33818	34672	35538	36403	37265	340
103	35379	36249	37109	38594	38829	340
104	36946	37870	38790	39712	40638	340
105	38578	39282	39999	40703	41406	340
106	39628	40337	41054	41448	42462	340
107	41017	41805	42594	43383	44176	367
108	41890	42680	43471	44263	45052	367
109	43042	43838	44667	45502	46328	378
110	44106	44958	45798	46643	47484	378
111	45309	46171	47023	47871	48735	378
112	46564	47439	48314	49190	50067	378
113	48026	49007	49990	50963	51944	405
114	49493	50559	51622	52691	53753	427
115	50925	52067	53216	54363	55515	454
116	52258	53520	54773	56037	57296	486
117	53428	54729	56042	57344	58656	502
118	55391	56822	58258	59693	61123	540
119	56930	58532	60130	61734	63337	589
120	58228	59909	61579	63252	64932	610
121	59840	61534	63221	64919	66608	616
122	62264	63987	65713	67437	69155	626
123	64288	66056	67822	69582	71350	637
124	67283	69137	70976	72827	74675	664
125	67677	70013	72349	74676	77012	810
126	70989	73629	76266	78898	81542	902
127	76963	79607	82242	84893	87528	902
128	82958	85594	88234	90669	93527	902
129	85913	89563	93207	96856	100502	Varies
130	90838	95571	100301	105032	109765	Varies
131	97156	106821	116483	126143	135802	Varies
132	106802	119787	132764	145751	158733	Varies

Village of Rockville Centre - Wages & Salary Scale
Effective June 1, 2003 thru May 31, 2004

Title	Start Minimum	Step 1	Step 2	Step 3	Longevty Incremnt
Automotive Mechanic	49258	50259	51264	52269	427
Asst. Motor Repair Supv.	50337	51336	52336	53341	427
Maintainer	45778	46632	47476	48326	378
Caretaker	42134	42770	43410	44045	324
Motor Equipment Operator	42613	43425	44231	45035	378
Senior M.E.O.	45778	46632	47476	48326	378
M.E.O. Sanit Worker	48912	49776	50808	51500	394
Sanitation Worker	47471	48416	49334		427
Sanitation Supervisor	52117	53002	53904	54824	405
Park Attendant	40443	41342	42243		421
Cleaner	40443	41342	42243		421
Recreation Attendant	32623	33531	34489		421
Recreation Attendant/Bus Driver	33173	34054	34985		421
Insp of Street Maint.	44382	46527	48675	50823	400

Positions Noted Above- 40 Hour Workweek

Attachment D

Village of Rockville Centre - Wages & Salary Scale
Effective June 1, 2004 thru May 31, 2005

Title	Start Minimum	Step 1	Step 2	Step 3	Longevty Incremnt
Automotive Mechanic	50736	51767	52802	53837	427
Asst. Motor Repair Supv.	51847	52876	53906	54941	427
Maintainer	47151	48031	48900	49776	378
Caretaker	43398	44053	44712	45366	324
Motor Equipment Operator	43891	44728	45558	46386	378
Senior M.E.O.	47151	48031	48900	49776	378
M.E.O. Sanit Worker	50379	51269	52332	53045	394
Sanitation Worker	48895	49868	50814		427
Sanitation Supervisor	53681	54592	55521	56469	405
Park Attendant	41656	42582	43510		421
Cleaner	41656	42582	43510		421
Recreation Attendant	33602	34537	35524		421
Recreation Attendant/Bus Driver	34168	35076	36035		421
Insp of Street Maint.	45713	47923	50135	52348	400

Positions Noted Above- 40 Hour Workweek

Attachment D

Village of Rockville Centre - Wages & Salary Scale
Effective June 1, 2005 thru May 31, 2006

Title	Start Minimum	Step 1	Step 2	Step 3	Longevity Increment
Automotive Mechanic	52258	53320	54386	55452	427
Asst. Motor Repair Supv.	53402	54462	55523	56589	427
Maintainer	48566	49472	50367	51269	378
Caretaker	44700	45375	46053	46727	324
Motor Equipment Operator	45208	46070	46925	47778	378
Senior M.E.O.	48566	49472	50367	51269	378
M.E.O. Sanit Worker	51890	52807	53902	54636	394
Sanitation Worker	50362	51364	52338		427
Sanitation Supervisor	55291	56230	57187	58163	405
Park Attendant	42906	43859	44815		421
Cleaner	42906	43859	44815		421
Recreation Attendant	34610	35573	36590		421
Recreation Attendant/Bus Driver	35193	36128	37116		421
Insp of Street Maint.	47084	49361	51639	53918	400

Positions Noted Above- 40 Hour Workweek

Village of Rockville Centre - Wages & Salary Scale
Electric Utility

Effective June 1, 2003 - May 31, 2004

Hourly Rates

Title	Start Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Oiler	17.71	18.81	19.93	21.01	22.07	23.31	24.33	25.81
Asst. PP Operator	28.73	29.64	30.91					
Power Plant Operator	32.36	34.43	35.97					
Sr. PP Operator	33.79	34.77	35.97					
Power Plant Laborer	19.67	21.12	22.07					
Power Plant Servicer	24.82	26.37	27.75					
PP Mechanic (Elec)	30.86	32.56	33.73					
PP Mechanic (Diesel)	30.86	32.56	33.73					
Stores Clerk	19.67	21.12	22.07					
Stock Assistant	19.67	21.12	22.07					
Driver Ground Helper	17.71	18.95	21.00	22.07	23.77	25.47	27.16	
Meter Reader	21.26	24.31	27.16					
EI Meter Repairer	27.04	28.07	29.13					
Line Maintainer 1/C	30.18	31.91	33.73					
Line Maintainer 2/C	23.29	26.24	29.10					
Cable Splicer	30.18	31.91	33.73					
Working Line Supvr			34.89					
Line Supervisor			36.39					
Undergrnd Cable Supv			36.39					
Apprentice Line Maint.	19.67	21.12	22.07					
Meter Tester	19.67	21.12	22.07	23.50	25.39	27.16		
Supervisor Meter Maint.	28.78	30.44	32.09					

Annual Rates

Title	Start Minimum	Step 1	Step 2	Step 3	Step 4	Longty Incremnt
G116-e Storekeeper	55935	57058	58162	59287	60396	486
G111-e Drafting Aide	47015	47813	48612	49412	50204	378

Positions noted above are 40 hour workweek except Meter Reader (37.5 hr.)

Village of Rockville Centre - Wages & Salary Scale
Electric Utility

Effective June 1, 2004 - May 31, 2005

Hourly Rates

Title	Start Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Oiler	18.24	19.37	20.53	21.64	22.73	24.01	25.06	26.58
Asst. PP Operator	29.59	30.53	31.84					
Power Plant Operator	33.33	35.46	37.05					
Sr. PP Operator	34.80	35.81	37.05					
Power Plant Laborer	20.26	21.75	22.73					
Power Plant Servicer	25.56	27.16	28.58					
PP Mechanic (Elec)	31.79	33.54	34.74					
PP Mechanic (Diesel)	31.79	33.54	34.74					
Stores Clerk	20.26	21.75	22.73					
Stock Assistant	20.26	21.75	22.73					
Driver Ground Helper	18.24	19.52	21.63	22.73	24.48	26.23	27.97	
Meter Reader	21.90	25.04	27.97					
El Meter Repairer	27.85	28.91	30.00					
Line Maintainer 1/C	31.09	32.87	34.74					
Line Maintainer 2/C	23.99	27.03	29.97					
Cable Splicer	31.09	32.87	34.74					
Working Line Supvr			35.94					
Line Supervisor			37.48					
Undergrnd Cable Supv			37.48					
Apprentice Line Maint.	20.26	21.75	22.73					
Meter Tester	20.26	21.75	22.73	24.21	26.15	27.97		
Supervisor Meter Maint.	29.64	31.35	33.05					

Annual Rates

Title	Start Minimum	Step 1	Step 2	Step 3	Step 4	Longty Incremnt
G116-e Storekeeper	57613	58770	59907	61066	62208	486
G111-e Drafting Aide	48425	49247	50070	50894	51710	378

Positions noted above are 40 hour workweek except Meter Reader (37.5 hr.)

Village of Rockville Centre - Wages & Salary Scale
Electric Utility

Effective June 1, 2005 - May 31, 2006

Hourly Rates

Title	Start Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Longty Incremnt
Oiler	18.79	19.95	21.15	22.29	23.41	24.73	25.81	27.38	325
Asst. PP Operator	30.48	31.45	32.80						325
Power Plant Operator	34.33	36.52	38.16						325
Sr. PP Operator	35.84	36.88	38.16						325
Power Plant Laborer	20.87	22.40	23.41						325
Power Plant Servicer	26.33	27.97	29.44						325
PP Mechanic (Elec)	32.74	34.55	35.78						325
PP Mechanic (Diesel)	32.74	34.55	35.78						325
Stores Clerk	20.87	22.40	23.41						325
Stock Assistant	20.87	22.40	23.41						325
Driver Ground Helper	18.79	20.11	22.28	23.41	25.21	27.02	28.81		325
Meter Reader	22.56	25.79	28.81						325
EI Meter Repairer	28.69	29.78	30.90						325
Line Maintainer 1/C	32.02	33.86	35.78						325
Line Maintainer 2/C	24.71	27.84	30.87						325
Cable Splicer	32.02	33.86	35.78						325
Working Line Supvr			37.02						325
Line Supervisor			38.60						325
Undergrnd Cable Supv			38.60						325
Apprentice Line Maint.	20.87	22.4	23.41						325
Meter Tester	20.87	22.40	23.41	24.94	26.93	28.81			325
Supervisor Meter Maint.	30.53	32.29	34.04						325

Annual Rates

Title	Start Minimum	Step 1	Step 2	Step 3	Step 4	Longty Incremnt
G116-e Storekeeper	59341	60533	61704	62898	64074	486
G111-e Drafting Aide	49878	50724	51572	52421	53261	378

Positions noted above are 40 hour workweek except Meter Reader (37.5 hr.)

Village of Rockville Centre - Wages & Salary Scale

Hired after January 1, 1984

New Hires - Effective June 1, 2003 thru May 31, 2004

Title	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity Increment
G-102								
Clerk-Laborer	28917	29973	31003	32033	33063	34093	35126	324

G-105	28917	30599	32289	33968	35656	37340	39029	340
Recreation Assistant								
Typist Clerk								
Multi-Keyboard Oper.								
Cashier								
Messenger								
G-106	31877	33232	34590	35946	37305	38667	40022	340
Account Clerk								
Stenographer								

Title	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity Increment
Auto Mechanic	43285	44776	46281	47689	49268	50771	52269	427
Caretaker	36233	37535	38837	40134	41439	42743	44045	324
Motor Equipment Oper.	37049	38376	39709	41036	42370	43698	45035	378
MEO Sanitation Worker	43410	44758	46105	47452	48803	50156	51500	394
Sanitation Worker	41619	42902	44191	45478	46760	48050	49334	427
Laborer	35760	37048	38326	39617	40901	42187	43476	427
Park Attendant	34755	36003	37253	38502	39746	40996	42243	421
Cleaner	34755	36003	37253	38502	39746	40996	42243	421
Bldg Inspector Trainee	34690	35939	37181	38445	39688	40936	42187	427

Title	Start	Step 1	Step 2	Step 3	Step 4
Power Plant Laborer	17.71	18.81	19.93	21.01	22.07
Stores Clerk	17.71	18.81	19.93	21.01	22.07
Stock Assistant	17.71	18.81	19.93	21.01	22.07
Apprentice Line Maint.	17.71	18.81	19.93	21.01	22.07
Meter Reader	16.84	18.95	21.00	24.30	27.16

Village of Rockville Centre - Wages & Salary Scale
Hired after January 1, 1984
New Hires - Effective June 1, 2004 thru May 31, 2005

Title	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity Increment
G-102								
Clerk-Laborer	29785	30872	31933	32994	34055	35116	36180	324

G-105	29785	31517	33258	34987	36726	38460	40200	340
Recreation Assistant								
Typist Clerk								
Multi-Keyboard Oper.								
Cashier								
Messenger								
G-106	32833	34229	35628	37024	38424	39827	41223	340
Account Clerk								
Stenographer								

Title	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity Increment
Auto Mechanic	44584	46119	47669	49120	50746	52294	53837	427
Caretaker	37320	38661	40002	41338	42682	44025	45366	324
Motor Equipment Oper.	38160	39527	40900	42267	43641	45009	46386	378
MEO Sanitation Worker	44712	46101	47488	48876	50267	51661	53045	394
Sanitation Worker	42868	44189	45517	46842	48163	49492	50814	427
Laborer	36833	38159	39476	40806	42128	43453	44780	427
Park Attendant	35798	37083	38371	39657	40938	42226	43510	421
Cleaner	35798	37083	38371	39657	40938	42226	43510	421
Bldg Inspector Trainee	35731	37017	38296	39598	40879	42164	43453	427

Title	Start	Step 1	Step 2	Step 3	Step 4
Power Plant Laborer	18.24	19.37	20.53	21.64	22.73
Stores Clerk	18.24	19.37	20.53	21.64	22.73
Stock Assistant	18.24	19.37	20.53	21.64	22.73
Apprentice Line Maint.	18.24	19.37	20.53	21.64	22.73
Meter Reader	17.35	19.52	21.63	25.03	27.97

Village of Rockville Centre - Wages & Salary Scale

Hired after January 1, 1984

New Hires - Effective June 1, 2005 thru May 31, 2006

Title	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity Increment
G-102								
Clerk-Laborer	30679	31798	32891	33984	35077	36169	37265	324

G-105	30679	32463	34256	36037	37828	39614	41406	340
Recreation Assistant								
Typist Clerk								
Multi-Keyboard Oper.								
Cashier								
Messenger								
G-106	33818	35256	36697	38135	39577	41022	42460	340
Account Clerk								
Stenographer								

Title	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity Increment
Auto Mechanic	45922	47503	49099	50594	52268	53863	55452	427
Caretaker	38440	39821	41202	42578	43962	45346	46727	324
Motor Equipment Oper.	39305	40713	42127	43535	44950	46359	47778	378
MEO Sanitation Worker	46053	47484	48913	50342	51775	53211	54636	394
Sanitation Worker	44154	45515	46883	48247	49608	50977	52338	427
Laborer	37938	39304	40660	42030	43392	44757	46123	427
Park Attendant	36872	38195	39522	40847	42166	43493	44815	421
Cleaner	36872	38195	39522	40847	42166	43493	44815	421
Bldg Inspector Trainee	36803	38128	39445	40786	42105	43429	44757	427

Title	Start	Step 1	Step 2	Step 3	Step 4
Power Plant Laborer	18.79	19.95	21.15	22.29	23.41
Stores Clerk	18.79	19.95	21.15	22.29	23.41
Stock Assistant	18.79	19.95	21.15	22.29	23.41
Apprentice Line Maint	18.79	19.95	21.15	22.29	23.41
Meter Reader	17.87	20.11	22.28	25.78	28.81